

Course title		International Human Resources Management						ECTS code		04.5.EM.SZ.7	
								ECTS credits		4	
Name of unit administrating study		IHZ		Field of study		MSG**		Field of specialisation		IB;	
Teaching staff		Dorota Simpson, Associate Professor									
Number of hours											
Lectures	30	Classes	0	Tutorials	0	Laboratory	0	Seminars	0	Language classes	0
Forma aktywności							Year&Type of studies*		2 SS2,		
Hours with the participation of the academic teacher (including office hours, exams, others):							Semester:		3,		
Hours without the participation of the academic teacher (student's self-study, homeworks):							Type of course:		obligatory		
Total number of hours:						0	Language of instruction:		English		
Teaching form		in-class learning									
Teaching methods		Lectures including multimodal presentations, Case studies, Collaborating, group activities, Discussion, questioning,									
Prerequisites (required courses and introductory requirements)											
Required courses		<ul style="list-style-type: none">• macroeconomics• microeconomics• management and organisatiionl behaviour• international economic relations									
Introductory requirements		Students should have basic knowledge of macro and microeconomics, management and organisational behaviour, business strategies in global market. They should understand how international business operate in the era of globalisation, what are the market strategies of transnational corporations and their role in contemporary economy.									
Assessment method, forms and criteria											
Assessment method		Exam									
Assessment criteria		50% of the final mark = students' activity (ative participation and contribution to discussed issues, role playing, presentations) 50% of the final mark = results of the exam (21-25 questions) covering the theory related to the International Human Resources Management 51-60% = 3, 61-70% = 3,5; 71-80% = 4; 81-90% = 4,5; 91-100% = 5;									
Course objectives											
The aim of this subject is to familiarize students with International Human Resources Management											
Learning outcomes											
Knowledge		MSG2_W06	demonstrates widened knowledge in basic areas of operation of contemporary enterprise, including international market								
		MSG2_W07	has widened knowledge about the man as the individual taking economic decisions, operating in social and organizational units, including also individual business activity								
		MSG2_W16	demonstrates deepened knowledge of legal, cultural and financial determinants connected with conducted business activity, in particular of international character								
Verification of learning outcomes - Knowledge											
Outcomes	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG2_W06	X						X	X	X		
MSG2_W07	X						X	X	X		

MSG2_W16	X						X	X	X		
Skills	MSG2_U12	presents own opinions, doubts and suggestions supporting them with arguments based on selected theories, views of various authors and/or statistical data									
	MSG2_U14	prepares speeches and oral presentations with deep knowledge in Polish and English language referring to international business relation (in connection with selected specialty in the field of international business relations) or interdisciplinary works									
Verification of learning outcomes - Skills											
Outcomes	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG2_U12						X	X	X	X		
MSG2_U14						X	X	X	X		
Attitudes	MSG2_K01	knows limitations of own knowledge and skills and understands the need of life-long learning and supplementing acquired knowledge and skills widened by interdisciplinary dimension; inspires and organizes the process of learning of other people									
	MSG2_K02	cooperates in a team and undertakes various team roles, has organizational skills which allow to accomplish goals connected with planning and undertaking professional activities; is aware of own responsibility for own work and coworkers' responsibility for common research and projects									
	MSG2_K07	is aware of importance of conduct in working life in professional, ethical way respecting diversity of views and cultures; is aware of corporate social responsibility									
Verification of learning outcomes - Attitudes											
Outcomes	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG2_K01							X		X		
MSG2_K02					X		X	X	X		
MSG2_K07								X	X		
Course contents											
<ul style="list-style-type: none">• The essence of human resources management• Terminology and definitions• Models of HRM• Domestic versus international HRM• Stages of HRM process: HRM planning, recruitment and selection, induction, training and development, assessment, promotion, remuneration, redundancy• Impact of cultural differences on international human resources management• Ethnocentric, polycentric, geocentric and regiocentric models of human resource policies pproaches to international recruitment and selection• International assignment - honeymoon, culture shock, adjustment, mastery• Expatriate failure• Remuneration systems in international corporations											
Recommended reading lists											
Obligatory: 1. Anne-Will Harzing and Ashly Pinnington (eds.), 2014, <i>International Human Reosurce Management</i> , SAGE Publications Ltd., London 2. P.J.Dowling, M.Festing, A.D.Engle, International Human Resource Management, Cengage Learning EMEA, Cheriton House UK, 2013 3. Carolina Machado, editor, 2015, <i>International Human Resource Management</i> , Springer International Publishing											

Facultative

- David Collings, Geoffrey T. Wood, Paula M. Caligiuri, 2014, *The Routledge Companion to International Human Resource Management*, Routledge, London and New
- M. Armstrong Strategic HRM, Kogan Page 2006, ISBN 0-74944-511-4
- M. Armstrong, A Handbook of Human Resource Practice, Kogan Page 2006, ISBN 0-7494- 4631-5
- M. Armstrong, A Handbook of Human Resource Practice, Kogan Page 2006
- A. Sherman, G. Bohlander, S. Snell, Managing Human Resources, South-Western College Publishing 1998, ISBN 0-538-87075-3
- D. Simpson, Cultural differences in conducting business in the South Baltic Region [in:] Export marketing of Small and Medium-Sized Enterprises in the South Baltic Region, ed. H. Treder, P. Kulawczuk, Gdańsk University Press, Gdańsk 2012, p.p. 173-185

Journals

- "The International Journal of Human Resource Management"
- "Human Resource Management Review"
- "Academy of Management Journal"
- "Journal of International Business Studies"
- "International Journal of Intercultural Relations"

On-line sources:

- Society for Human Resource Management <https://www.shrm.org>
- Global Human Capital Trends 2016, 2017, Deloitte, <https://www2.deloitte.com/us/en/pages/human-capital/articles/introduction-human-capital-trends.html>
- GlobalHR News, <https://www.yumpu.com/en/globalhrnews.com>

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* SS1- undergraduate studies * SS2 - graduate studies * SDang - doctoral studies

** MSG - International Economic Relations